

HOUSING CASES			
Year Case Closed	Protected Category Issue (if known)	Type of Respondent	Terms of Agreement
2000	Minor children	Private property owner	1) Respondent paid charging party \$275 2) Respondent will apologize to charging party
2001	Race/National origin	Private property owner	1) Respondent wrote a letter of apology to charging party
2002	Disability (accessibility)	Hotel owner and small corporation	1) Respondent agreed to provide an accessible parking space that meets ADA requirements (through formal mediation)
2003	Minor children/public assistance	Private property owner	1) Respondent paid charging \$300 2) Respondent wrote a letter of apology to charging party

	Disability (reasonable accommodation)	Public housing corporation & management corporation	<p>1) Respondent committed to numerous measures to eliminate odors and fragrances that are problematic to the charging party - including staff not entering charging party's apartment if they have perfume on; use of ionizers; and, notice to charging party prior to commencing maintenance projects that use toxic chemicals.</p> <p>2) Both parties agreed to improve communication with each other</p> <p>3) Respondent agreed to educate staff and other tenants about chemical sensitivity (through formal mediation)</p>
	Disability (accessibility)	Private housing corporation	<p>1) Respondent agreed to repair elevator</p> <p>2) Respondent provided charging party hotel accommodations and \$25 per day for meals until elevator is repaired</p> <p>3) Charging party wrote an emergency protocol and delivered it to respondent</p> <p>4) Charging party signed a general lease of all claims against respondent</p> <p>5) Respondent paid charging party \$660</p>
2004	Minor children (advertising)	Management corporation	<p>1) Respondent agreed to cease posting ads on its web site that contain language indicating a preference for tenants without children</p> <p>2) Respondent will include "Equal Housing Opportunity" notice on its web page</p>

	Age, minor children, marital status (advertising)	Publishing company/newspaper	<p>1) Respondent will cease accepting rental housing ads that indicate a preference for tenants based on age, marital status or intent to occupy a dwelling with one or more minor children</p> <p>2) Parties agreed that statutory fair housing advertising prohibitions do not apply to persons seeking roommates or housemates</p> <p>3) Parties agreed that certain phrases and words which indicate a preference for certain classes of tenants, such as "one couple" or "no students" are prohibited by fair housing statutes</p> <p>4) Respondent will publish for 3 years a Notice of Equal Housing Opportunity and include contact information for the HRC</p> <p>5) Respondent will publish for 3 years Fair Housing Notices free of charge every fourth issue</p>
	Disability (reasonable accommodation)	Public housing authority	<p>1) Respondents agreed to post notices advising persons with disabilities of their right to request a reasonable accommodation – notice will identify Sec. 504 coordinator for the housing authority</p> <p>2) VCIL provided training for the respondent's staff regarding rights for persons with disabilities (including hidden disabilities)</p> <p>3) Respondents paid the charging party \$200</p>

2005	Sex/Sexual orientation	National motel chain	1) Respondents paid charging party \$500 2) Respondents adopted an anti-discrimination policy 3) Respondent agreed to inform all employees of the anti-discrimination policy
	Disability (modification)	Public housing authority	1) Respondent agreed to allow charging party to install a covered walkway and rail (through formal mediation)
	Disability (service animal)	Private housing corporation	1) Respondent agreed to revise its service animal policy to comply with the law specifically to not require service animal users to pay a pet deposit and to allow service animals in common areas 2) Respondent agreed to provide fair housing training for all employees
	Disability (accessible parking)	Public housing authority	1) Respondent agreed to convert a visitor parking space to an accessible parking space
2006	Disability (modification)	Reality corporation	1) Respondent agreed to allow charging party to install a wheelchair ramp at her expense 2) Charging party agreed to remove the ramp when she moves and to restore property to its original condition 3) Respondent agreed to read and familiarize himself with reasonable accommodation laws

	Disability (reasonable accommodation)	Public housing authority	1) Respondent agreed to place the charging party on a wait list for a 1st floor accessible unit
2007	Race/Disability	Public housing authority	1) Charging party agreed to move out of her present apartment 2) Respondent agreed to pay charging party \$3,000 to cover moving and other expenses 3) Respondent provided charging party with a Section 8 Landlord Certificate of Good Standing 4) Respondent agreed to return charging party's security deposit
	Disability (service animal, effective communication)	Public housing authority	1) Respondent agreed to move the charging party to a quieter 1st floor apartment 2) Respondent agreed to communicate with the charging party through an ASL interpreter, telephone relay, email or written letters
	Disability (effective communication)	Public housing authority	1) Respondent agreed to use 30 pt type in all written correspondence with the charging party 2) Respondent agreed to send quarterly reminders to all employees who communicate w/ the charging party and other visual impaired tenants

	Minor children	Private property owner	1) Respondent paid nonprofit fair housing charging party \$10,800 2) Respondent agreed to attend fair housing training 3) Respondent agreed to allow charging party to monitor future rental activity (through formal mediation)
	Minor children	Private property owner	1) Respondent paid \$17,000 to the charging party, nonprofit fair housing organization 2) Respondent agreed to attend fair housing training (through formal mediation)
	Minor children	Private property owner	1) Respondent paid charging party, nonprofit fair housing organization \$14,000. 2) Respondent agreed to attend Fair Housing training 3) Respondent agreed to allow the charging party to monitor rental activities for 3 years (through formal mediation)
	Minor children (advertising)	Tenant subleasing a rental unit	1) Respondent paid charging party, a nonprofit fair housing organization \$500 2) Respondent agreed to perform 20 hours of community service for a fair housing organization (through formal mediation)
	Disability (reasonable accommodation)	Condominium association	1) Respondent agreed to allow the charging party to install an air conditioner at the charging party's expense to accommodate a disability

	Disability (service animal, harassment)	Public housing authority	<p>1) Respondent agreed to install cameras to monitor activity in the hall outside charging party's apartment</p> <p>2) Respondent agreed to work with charging party to help her address issues related to her service animal and other tenants</p> <p>3) Respondent agreed to develop a plan about how to deal with tenants who harass the charging party's service animal</p>
2008	Disability	Federally subsidized housing complex	<p>1) Charging party will be transferred to an accessible apartment</p> <p>2) Respondent will pay her moving expenses & set up her new apartment</p> <p>3) Respondent will install charging party's air conditioner and other electronic devices</p> <p>4) Respondent agrees to pay charging party \$700</p> <p>5) Respondent will send the charging party a letter of apology</p>
	Public Assistance	Private property owner	<p>1) Respondent will send a letter of apology to the charging party</p>

	Advertising	Local newspaper	<p>1) Respondent's staff will attend fair housing training & pay charging party \$1500 for the training</p> <p>2) Respondent will pay charging party \$11,800</p> <p>3) Respondent will provide charging party \$28,200 in free fair housing advertising</p> <p>3) Respondent will publish a HUD equal housing logo in its housing advertisement section</p>
	Familial Status - minor children	Mobile home park owners	<p>1) Respondents will pay charging party \$9000</p> <p>2) Respondents will issue a letter of apology to the charging party</p>
	Familial Status - minor children	Private property owner	<p>1) Respondents agree to discontinue employing their rental agent unless he attends fair housing training</p>
	Familial Status - minor children & sex	Private property owner	<p>1) Respondents agree to pay charging party \$4000</p>
	Disability - accessible parking	Land Trust Co.	<p>1) Respondent agrees to provide charging party with the first available first-floor rental unit with parking</p> <p>2) Respondent agrees to waive charging party's unpaid rental balance of \$1331</p> <p>3) If charging party moves into another of respondent's housing units various procedural requirements will be waived</p>

2009	Disability & public assistance	Private property owner	1) Respondent will provide certification of fair housing training to HRC 2) Respondent will send charging party a letter of apology 3) Respondents will pay the charging party \$500
	Familial Status - minor children	Private property owner	1) Respondent will attend fair housing training 2) Respondent will write a letter of apology to the charging party 3) Respondent will allow HRC to monitor her rental activities for 2 yrs. 4) Respondent will make a \$1350 donation to the Ronald McDonald House
	Advertising	Local newspaper	1) Respondent will pay charging party \$3500 2) Respondent will have its staff attend fair housing training 3) Respondent will provide the charging party with \$6000 free fair housing advertising
	Advertising	Local newspaper	1) Respondent agrees to provide fair housing training for its staff & pay for trainer's travel expenses 2) Respondent will make a reasonable effort to engage in a media campaign to address issues of fair housing & discrimination 3) Respondent agrees to pay charging party \$3500; charging party may at its discretion waive the payment

	Advertising	Local newspaper	<p>1) Respondent will pay the charging party \$5000</p> <p>2) Respondent will provide the charging party with \$25,000 of free fair housing advertising</p> <p>3) Respondent's employees will attend fair housing training</p>
	Familial Status	Mobile home park owners	<p>1) Respondent will attend fair housing training</p> <p>2) Respondent & her attorney will rescind the "Notice of Change of Use" sent out to park renters</p> <p>3) HRC will monitor any future attempts to close the mobile home park</p>
	Disability - reasonable accommodation request	Housing authority	<p>1) Respondent will provide fair housing training re: reasonable accommodations</p> <p>2) Respondent will revise its reasonable accommodation /modification forms and policies</p>
	Sex	Private property owner	<p>1) Respondent will pay the charging party \$556.63 to cover her security deposit</p>
	Disability & Sex	Private property owner	<p>1) Respondent agreed to pay the charging party \$500</p>
2010	Disability	Housing Authority	<p>1) Housing Authority will give charging party a letter of apology</p> <p>2) Housing Authority will pay charging party \$1131</p> <p>3) Housing Authority staff will attend fair housing training</p>

	Disability	Private Apartment Owner	<p>1) Apartment owner granted charging party's reasonable accommodation request for an assistance animal</p> <p>2) Tenant agreed to sign a lease addendum & follow the addendum</p>
	Advertising - Families w/ minor children	Newspaper	<p>1) Paper agreed to pay \$3500 to agency that brought the charge</p> <p>2) Paper agreed to provide \$9000 of free fair housing advertising over the next 3 yrs</p> <p>3) Paper agreed to pay charging agency \$1200 to provide fair housing training to its staff</p>
	Familial Status - minor children	Apartment Owner	<p>1) Property owner agreed to allow tenants to become foster parents</p> <p>2) Property owners agreed to not increase tenants' rent for 6 mos.</p> <p>3) Property owners agree to continue tenants' lease on a month-to-month basis</p>
	Disability - failure to rent	LLC employee - apartment owner	<p>1) LLC employee will attend fair housing training</p> <p>2) LLC employee will send charging party a letter of apology</p>
	Disability - chemical sensitivity	Property Managers	<p>1) Charging party will be allowed to remain on the waiting list even though she is declining to take the apartment at the time of the settlement agreement</p>

	Disability - reasonable accommodation request	Mobile Home Park Owners	1) Property owners will allow tenant to have 2 emotional support animals 2) Tenant agrees to adhere to rules regarding the animals
	Disability - assistance animal	Apartment Owners	1) Property owners agreed to allow tenant to have an assistance animal 2) Property owners will apply a \$200 credit to the tenant's rent 3) Tenant agrees to abide by rules regarding care of the assistance animal
	Disability - tenant-on-tenant harassment	Housing Authority	1) Housing Authority will provide tenant with a Section 8 voucher 2) Housing Authority agrees to help tenant find a new rental unit
	Disability - reasonable accommodation request	Mobile Home Park	1) respondents agree to grant tenant's reasonable accommodation request for an above-ground pool 2) Tenant agrees to abide by safety rules regarding the pool 3) respondents will pay tenant \$3000
	Disability - reasonable accommodation request	County Community Trust	1) Community Trust agreed to meet with property manager and share tenant's need for an accommodation in outside maintenance rules and enforcement of the rules
2011	Disability - reasonable accommodation request	Realty Co & Property Management Co	1) Respondents will pay charging party \$2210
	Race & Color	Realty Co. & Property Owner	1) Realtor agreed to attend fair housing training

	Disability - failure to rent	Apartment Owner	1) Property owner will place a fair housing ad in local paper to run during the month of April - Fair Housing Month 2) Property owner will place Equal Housing signs on all rental applications 3) Property owner will pay a disability advocacy organization \$5000
	Disability - refusal to rent	Nursing Home	1) Care provider agrees to consider charging party's application to become a resident 2) Charging party agrees to provide care provider with all his medical records to facilitate his application determination 3) If accepted the provider agrees to put charging party on a waiting list for the first available first floor unit 4) If charging party's application is denied he may reopen this charge to determine the reason for his denial
	Disability - reasonable accommodation request assistance animal	Private Property Owner	1) Property owner will pay charging party \$350 2) Property Owner will attend fair housing training
	Disability - accessibility issue	Private Property Owner	1) Property owner will pay charging party \$1550

	Sex & Disability	Housing Authority	<p>1) Housing Authority agrees to withdraw its termination of tenancy process against the charging party</p> <p>2) Housing Authority agrees to pursue alternative housing for the male tenant who is alleged to have sexually harassed the charging party</p> <p>3) Tenant agrees to follow the apartment rules & policies</p>
	Disability - Reasonable Modification Request	Private Landlord	<p>1) Landlord agrees to return \$150 to tenant for an overpayment on his water bill</p> <p>2) Landlord agrees to allow tenant to make the requested modifications/repairs to his apartment</p> <p>3) Tenant agrees to pay for all modifications and repairs</p> <p>Landlord agrees to bring tenants apartment into compliance with state and federal lead paint standards</p>
	Age & Marital Status (State only charge)	Property Management Company	<p>1) Property management company agreed to pay the charging party \$500</p> <p>2) Property management company agreed to place nondiscrimination statement on her web site</p> <p>3) Property management company agreed to notify its current clients that it is unlawful to discriminate based on age or marital status</p>

	Disability - Reasonable Accommodation request	Housing Authority	<p>1) Housing Authority will consult with a heating contractor to resolve its overheating problems</p> <p>2) Housing Authority will allow tenant to open her windows when her apartment is too warm</p> <p>3) Housing Authority agrees that tenant will not have to make the same reasonable accommodation request each year when the heating system is activated</p>
	Disability - reasonable Accommodation Request	Town Zoning Board	<p>1) Town agreed to allow a set back variance to accommodate a second fire safety exit from a mother-in-law apartment</p> <p>2) Property owner agreed to remove deck once mother-in-law no longer resides in apartment</p>
	Race & Color	Housing Authority	<p>1) Housing authority agreed to provide tenant with a section 8 voucher</p> <p>2) Housing authority agreed to attend fair housing training</p>
	Disability - Reasonable Accommodation request	Housing Authority	<p>1) Executive director of housing authority agreed to meet with tenant to discuss more effective ways to communicate with persons with sight and hearing disabilities</p>
	Familial Status - minor children	Private Property Owner	<p>1) Property owner agreed to return tenants \$3000 security deposit</p> <p>2) Property owner agreed to pay \$1000 toward tenants legal fees</p>
	Disability - lending issue	National Mortgage Company	<p>1) Mortgage company agreed to refund applicants' \$400 application fee</p>

	Disability - failure to rent	Housing Trust Co. & Housing Authority	<p>1) The Housing Trust agreed to pay the charging party \$750</p> <p>2) The Housing Authority agreed to work with the charging party to find suitable housing as long as she worked with a third party peer advocate</p>